



CENTER FOR
APPLIED COGNITIVE STUDIES

A Customized Report for:
Sample Report

Date:
June 04, 2015

WorkPlace BIG FIVE PROFILE™

NARRATOR REPORT

4.0

PIERCE J. HOWARD, PHD
JANE MITCHELL HOWARD, MBA

© 2009 CENTER FOR APPLIED COGNITIVE STUDIES. ALL RIGHTS RESERVED.

PART ONE:

BASED ON THE 28 TRAIT SCORES

N: NEED FOR STABILITY

Some crises, emergencies, interruptions, and other potential stressors at work tend to make you feel stressed--heart usually beats faster, stomach may churn, more perspiration than usual, and some difficulties in thinking clearly. In such situations, you perform best when you are able to fall back on some kind of routine activity that is second-nature to you. Once the stressor has passed, you can relax and begin thinking more like normal. This level of reactivity results in your serving as a conscience for the organization--a barometer for improper organizational behavior. On the other hand, there are many situations that are stressful for other associates that do not stress you at all--you are as likely to remain calm as to feel stressed. In other words, your capacity for feeling stressed is highly situational.

N1: WORRY

Your associates likely know you as someone who calmly awaits some outcomes, and worries about others. Whether or not you worry or remain cool and confident depends on the actual uncertainty involved. Awaiting the outcome of a business proposal, for example, might cause more or less worry than awaiting the arrival of your new boss.

N2: INTENSITY

Under normal work circumstances, your associates rarely if ever see you give any sign of having a strong temper. But that is not to say that you do not get moderately angry or upset on occasion. You show more anger than some, and less anger than others.

N3: INTERPRETATION

Your strong tendency towards pessimism can be an asset in situations that require caution, skepticism, and a general avoidance of overconfidence, such as tax accounting and mechanical engineering. However, you may wish to be more realistic in your appraisal of situations by reading Martin Seligman's *Learned Optimism: How to Change Your Mind and Your Life*.

N4: REBOUND TIME

Once a setback or crisis is over, it takes you less time to recover than it does most other persons. You can pick up and carry on, after taking a small amount of time to personally recover and put things in order.